Recruitment of Sportsmen in Nationalised Banks

*217. SMT. ANANDIBEN JATHABHAI PATEL : Will the Minister of FINANCE be pleased to state:

(a) whehter Government have framed any policy for nationalised Banks to recruit sportsmen in nationalised Banks;

(b) if so, the details thereof;

(c) whether it is a fact that the Bank of Baroda, North-Gujarat Zone, has not recruited any sportsman since 1982 of flimsy grounds; and

(d) whether Government will take stern action against higher management of the Bank for not adopting Government policy to recruit sportsmen in the nationalised banks?

THE MINISTER OF STATE IN THE MINISTRY OF FINANCE (SHRI M.V. CHANDRASHEKHAR MURTHY): (a) Yes, Sir.

(b) Norms/procedures for recruitment of outstanding sports-persons as advised to the public sector banks are annexed as a statement (see below)

(c) and (d) Bank of Baroda has reported that it has recruited 90 persons under the sports quota since 1982, of which 4 were recruited in North Gujarat Zone of the Bank.

Statement

Norms/Procedures for Recruitment of Outstanding Sportsmen in the Public Sector Banks.

1. Eligibility Norms:

Age	
Sub Staff Clerical Staff Officers	Between 18 & 26 years.

Educational Qualifications:

Sub Staff : Vth Standard pass with ability to read and write.

Clerical Staff : Xth Standard pass or equivalent

Officers : Graduation

Sports Qualifications :

Sub Staff : Should have represented the District in a State Level event or should have participated in an All India School event.

Clerical Staff : Should have represented in the state in National event, or the District in State Level event with distinciton, or his University in an Inter-university event with Distinction or if he was a member of the Combined Universities Team.

Officers : Should have represented the Country or won an Arjuna Award or represented the State with Distinction for atleast five years in continuation.

2. **Recruitment :**

a. Through advertisement in leading dailies called for applications with all relevant certificates with regard to the qualifications as stated above. On receipt of the applications, the applications should be scruitnised by the competent authority. Candidates having found to possess the qualificaitons as stated above may be called for an interview and selections made strictly on the basis of merit. Since the recruitment will be on the basis of sports qualifications maximum weightage should be given to this factor as well as to the age of candidates.

b. **Character verification and medical tests**

There should be usual character certification and medical tests for candidates recruited. For sports persons, recruitment will be done

in the same manner as is done for regular candidates selected for appointment.

c. **Discipline**

The bank will recruit sportspersons only in those disciplines which are recognised by the bank's Sports Board and out of such disciplines also, the bank may shortlist 4/5 disciplines in which it can build a strong team of national level.

d. **Ceiling**

The number of sportspersons recruited outside the normal recruitment channel should not be more than 1% of the normal recruitment. Banks should not consider those who are already working in some other bank, unless the application is routed through the employer bank.* *

3. **Scholarship Scheme**

Sportspersons in the age group of 15 to 18 years could be offered a seholarship/ retainership on a temporary basis for which a fixed amount for exceeding the starting salary of clerk be paid.

4. **Other Conditions:**

a. All appointment under this scheme shall be entirely at the discretion of the bank and shall be made at the starting stage of the pay scales admissible to the post. The appointments in the officers cadre will be made at the minimum of the pay scales of the officers in JMGS I and will be governed under the rules/ policies in force from time to time. All these appointments will be on probation for the period as for general candidates.

b. At the time of appointment, the candidates must be an active sportsman and should be fit enough to take part in the future tournaments as well.

c. Sports/games certificates/achievements may be got verified by the bank from the issuing authorities independantly also. In case of any doubt, the candidates may be asked to give a demonstration in the game in which he claims to be meritorious.

d. Only Indian citizens are eligible for appointment under this scheme. Age will also be relaxed in the case of reserved categories as per the guidelines issued by the Government from time to time.

e. **Certifying Authorities/Certificates and Credentials**

The Certificates relating to efficiency/merit in games sports would be required from the authorities as prescribed by the Government or Banks' Sports Board. Mere recommendation from the reputed sports club does not carry any weight unless the applicant produces the requisite certificates from the prescribed certifying authorities. Certificates/ credentials have to be submitted before appointment.

f. **Obligations of the Sportsmen Employees appointed in terms of the above**

1. The sportsmen recruited under these rules would be obliged to play for the Bank's team whenever and wherever necessary. If a sportsmen employee is required to participate in State/National/International events he will have to seek prior permission of the bank which will not be normally refused, but the bank reserves the right to withhold such permission at its own discretion without assigning any reason.

2. Refusal to play for Bank's team or failure to obtain prior permission of the bank to play elsewhere would tentamount to misconduct and shall attract disciplinary proceedings provided for in the relative Service Rules.

3. All sportsmen recruited under these rules will be required to give a written undertaking to the bank to the above effect at the time of their appointment in the bank.

g. **Amendment of the Scheme**

The provisions of the scheme will be subject to amendments as per the guidelines issued by Government on the subject from time to time.

** In the year 1993, a relaxation has been made in the case of smaller banks, whereby they may exceed the limit of 1% in exceptional cases, but the total of such recruitment in a year may be restricted to 8 only.